

3 FAH-1 H-2520 TERMINATION OF CERTAIN FOREIGN SERVICE APPOINTMENTS

*(CT:POH-153; 06-22-2012)
(Office of Origin: HR/CDA)*

3 FAH-1 H-2521 TEMPORARY APPOINTMENT

*(TL:POH-60; 04-06-2000)
(State Only)
(Applies to Foreign Service Only)*

An employee with a Foreign Service temporary appointment may be separated upon termination of the need for the employee's service or the expiration of the employee's appointment, whichever is sooner. (See 3 FAM 2520.)

3 FAH-1 H-2522 LIMITED APPOINTMENT

*(TL:POH-60; 04-06-2000)
(State Only)
(Applies to Foreign Service Only)*

An employee with a Foreign Service limited appointment may be separated:

- (1) On a date specified in the personnel action prepared by PER/CDA effecting the employee's appointment (see 3 FAH-1 H-2793.3);
- (2) When the need no longer exists for the employee's service;
- (3) When the employee fails to perform duties satisfactorily (see 3 FAH-1 H-2794.2 and 3 FAH-1 H-2794.3);
- (4) For misconduct; or
- (5) For such other cause as will promote the efficiency of the service.

3 FAH-1 H-2523 RECALLED AND REEMPLOYED ANNUITANTS

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U.S. Department of State Foreign Affairs Manual Volume 3 Handbook 1
Personnel Operations Handbook

(TL:POH-60; 04-06-2000)

(State Only)

(Applies to Foreign Service Only)

A former employee of the Foreign Service retired under either the Foreign Service or Civil Service Retirement System, who is recalled or reemployed under authority of 3 FAM 2130, may be terminated by PER/CDA:

- (1) When the need for the employee's services no longer exists;
- (2) Upon expiration of the period specified in the employee's appointment, whichever is sooner (see 3 FAM 6100, Appendix B—OLD 3 FAM 670, RETIREMENT, sections 672.3-7 and 672.4-7 with regards to annuity payable upon termination);
- (3) For misconduct; or
- (4) For such other cause as will promote the efficiency of the service.

3 FAH-1 H-2524 EFFECTIVE DATE OF SEPARATION

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(State Only)

(Applies to Foreign Service Only)

The effective date of separation on account of termination of appointment is usually the last day in duty status.

3 FAH-1 H-2525 NOTICE OF SEPARATION

(TL:POH-60; 04-06-2000)

(State Only)

(Applies to Foreign Service Only)

- a. When an appointment is terminated, a letter notifying the employee of the impending separation is sent by:

Officer	Employee Assigned
Principal Officer	Post
Director General	Department

Example: The employee is notified by the principal officer, if assigned abroad. The letter of notification must be issued at least 30 days in advance of the effective date of separation, except as provided in 3 FAM 6140.

- b. If the termination letter is issued by the post, a copy of the letter must be submitted to the Department.
- c. Separation for conduct is covered by Section 610 of the Foreign Service Act of

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Personnel Operations Handbook

1980, as amended. All notifications of an employee of separation for misconduct shall be sent by the Director General and shall be prepared in coordination between PER/CDA and PER/ER.

3 FAH-1 H-2526 REEMPLOYMENT RIGHTS

(TL:POH-60; 04-06-2000)

(State Only)

(Applies to Foreign Service Only)

At least two months prior to the completion of the service of a member of the Foreign Service entitled to reemployment under the provisions of Section 310 of the Foreign Service Act of 1980, as amended, and 5 U.S.C. 3597, the Department will send letters to the employee concerned and to the head of the agency in which the employee was serving prior to assignment to the Foreign Service, notifying them of the proposed termination of the Foreign Service assignment and of the latest date the employee may remain on the rolls.

3 FAH-1 H-2527 WAIVING OF REEMPLOYMENT RIGHTS

(TL:POH-60; 04-06-2000)

(State Only)

(Applies to Foreign Service Only)

A person waives rights to reemployment under the provisions of Section 310 of the Foreign Service Act of 1980, as amended, and 5 U.S.C. 3597, if the person accepts, at the termination of the person's period of service in the Foreign Service, a position elsewhere than in the U.S. Government agency in which the person has previously served or fails to take advantage of the right to reemployment within 30 days after the effective date of the person's separation from the Foreign Service.

3 FAH-1 H-2528 AND H-2529 UNASSIGNED